

**RICHMOND
WATER & SEWER**

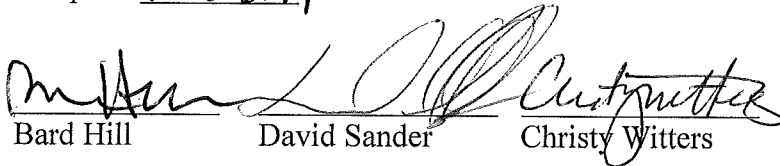
**POLICY PERTAINING TO WAGE INCREASES FOR EMPLOYEES ENROLLED IN THE
VERMONT RURAL WATER ASSOCIATION APPRENTICESHIP PROGRAM**

It is the intention of the Richmond Water and Sewer Department to reward employees enrolled in the Vermont Rural Water Association Apprenticeship program as follows:

- Starting wage at Grade 2, Step 1
- Wage for months 7-12: Grade 2, Step 2
- Wage for months 13-18: Grade 3, Step 1
- Wage for months 19-24: Grade 3, Step 2
- Wage starting in month 25: Grade 4, Step 1

Employee will move along the grid at one step per year after reaching month 25. No further grade increase will be given in the position.

Adopted: 11.18.2019


Bard Hill David Sander Christy Witters Fran Huntoon Don Morin

**RICHMOND
WATER & SEWER
(DRAFT as of 11/12/20)**

**POLICY PERTAINING TO WAGE INCREASES FOR EMPLOYEES ENROLLED IN THE
VERMONT RURAL WATER ASSOCIATION APPRENTICESHIP PROGRAM**

It is the intention of the Richmond Water and Sewer Department to reward employees enrolled in the Vermont Rural Water Association Apprenticeship program as follows:

The employee will start at the step in Grade 2 that is closest to, but greater than, \$13.50 per hour.

Months 7-12: Step in Grade 2 that is closest to, but greater than, \$0.50 above the current rate the employee is earning.

Months 13-18: Step in Grade 3 that is closest to, but greater than, \$0.50 above the current rate the employee is earning.

Months 19-24: Step in Grade 3 that is closest to, but greater than, \$0.50 above the current rate the employee is earning.

Month 25: Step in Grade 4 that is closest to, but greater than, \$0.50 above the current rate the employee is earning.

If the wages on the pay grid are adjusted the employee receives the pay rate equal to the new pay rate in the grade/step that they are at. The employee only moves grades/steps as outlined above until they reach month 25, at which point they will move along the grid at one step per year.

Adopted: _____

Bard Hill

David Sander

Katie Mather

Fran Huntoon

Don Morin